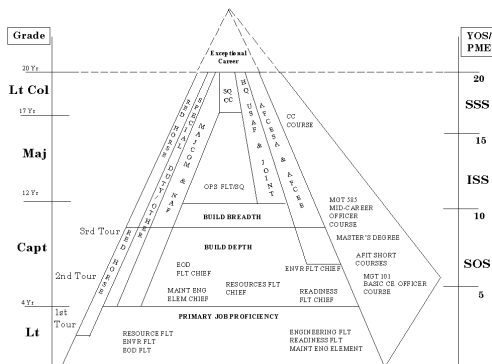


Human Resource Management

Research Areas

- Human resources in organizations
- Personnel management and evaluation
- Organizational behavior and management
- Organizational change and development
- Strategic management
- Leadership theory
- Outsourcing and privatization

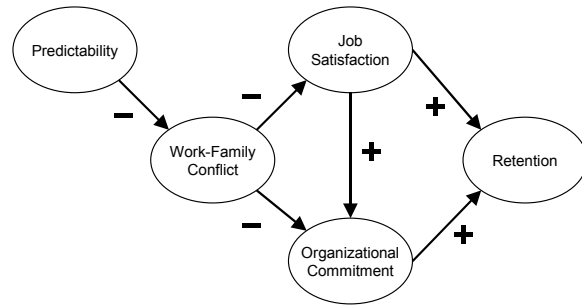


Recent successes

AFIT researchers evaluated the Civil Engineer Career Pyramid, the published Air Force career guidance for civil engineer officers. The analysis provided empirical data supporting the guidance and suggested a wider definition of success. Another active area of research is the investigation of the efficiencies of Most Efficient Organization (MEO) and contractor-operated Operations Flights to include examination of their respective organizations and management practices.

AFIT researchers, partnering with a number of Air Force agencies, have also recently explored an array of management issues

related to the retention of Air Force civil engineer officers. Focusing on contemporary challenges, these projects explored the role outsourcing and training opportunities have had on Air Force officers' career satisfaction levels and their decision to leave the service.



Another recent study examined the satisfaction with Civil Engineering Officers training, including Silver Flag, CE short courses, and home station training. Taken together, these studies have highlighted the complex problems that Air Force leaders face when recruiting, selecting, training, and retaining skilled officers. This research stream continues with current studies examining the Expeditionary Aerospace Force concept and officer mentorship programs.

Resources

Faculty and students have access to the most sophisticated research tools available to systematically diagnose and address organizational problems. In addition, AFIT's state-of-the-art group decision-making laboratory gives researchers the opportunity to develop controlled experiments and provides Air Force leaders an ideal place to address organizational issues through the application of team techniques.

Faculty



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- Competitive Sourcing and Privatization
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- Engineering Management
- Acquisition Environmental Mgmt



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